

WRIB News

Member Newsletter

December 2004



Special points of interest:

- A look into the future
- Meet Monica & Jeremy
- Training class
- A new update
- Events



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LOOKING TOWARD THE FUTURE

After a lull in testing due to budget cuts and hiring freezes, WRIB members spent the second half of 2004 getting back to the business of developing and administering tests. For WRIB, this meant editing and entering hundreds of new items into the item bank and preparing many new tests for members.

The WRIB team has grown by two. Monica Budd joined the team as a Support Analyst and Jeremy Holforty, who is currently completing his Masters degree at California State University San Bernardino, has joined our team as an Analyst Intern. Monica's experience and expertise along with Jeremy's skill and fresh ideas will be an asset to the WRIB team and help us better meet the needs of the membership.

The WRIB team is also looking ahead to 2005 and improvements we can make to better meet the needs of our members. One advancement that WRIB is eagerly working to implement is a system to electronically receive requests and transmit items and tests to our members. This capability will allow WRIB members to access items and tests much faster. WRIB serves a diverse client base ranging from very large human resource departments with sophisticated technology to very small jurisdictions with as few as one or two human resource professionals. To guarantee that all members receive services based on their individual technological capabilities, all WRIB services will still be available through our current processes.

From the entire WRIB Team, we hope that 2004 was a productive and successful year for you and your organization, and that you have a wonderful and safe holiday season. The WRIB team looks forward to 2005 and another year of the same cooperative spirit that WRIB was founded on.



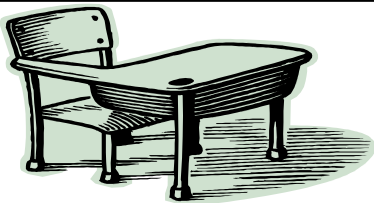
OUR NEWEST STAFF MEMBERS

We are pleased to announce the addition of Monica Budd and Jeremy Holforty to the WRIB staff. Monica will serve as a WRIB Support Analyst and Jeremy will work as a WRIB Intern.

Monica has worked for the County of San Bernardino for nine years which has given her ample experience working with governmental agencies. She is also an active member of the Personnel Testing Council of Southern California. Monica has served as Vice-President of Conferences for PTC-SC and is currently a member of the Board of Directors. Monica has attended several training classes related to item writing, item analysis, and setting cut scores, and is in charge of special testing for the County. Monica received her Bachelor of Arts degree from the University of California, Irvine, in Psychology.

Jeremy came to work for the County of San Bernardino in October of this year. Prior to joining the County, Jeremy worked for Southern California Edison. He served as an in-basket test rater and reviewed written test materials. Jeremy received his Bachelor of Arts degree in Psychology in 2003 from San Diego State University and is currently pursuing a Master of Science degree in Industrial/Organizational Psychology from California State University San Bernardino. Jeremy is currently working on his thesis, "A Test of the Job Characteristics Model Applied to Temporary Workers". Through course work in job analysis, assessment, selection, and recruitment Jeremy has considerable knowledge in human resource practices and test development. Jeremy has a very strong background in statistical analysis and excellent item writing skills.

Monica and Jeremy's educational and practical experience related to testing and measurement, along with other human resources skills, will make them valuable additions to the WRIB team. We know that members are going to enjoy working with Monica and Jeremy, who certainly look forward to working with members on their test development needs.



WRIB Training

On the morning of Monday, October 18, WRIB members from California and Arizona gathered in the county offices at San Bernardino to participate in WRIB training. As members began arriving, they were greeted by the WRIB team with coffee and breakfast snacks. Many of the members took the time to say hello and

network with member's from other locations.

The training was presented by Bridget Styers, the WRIB Manager, and began with a brief history of WRIB followed by an explanation of the many resources and services WRIB has to offer. One of the first topics covered was review draft requests and the techniques involved in item selection. The training also covered tips on custom-

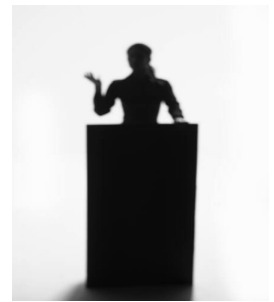
Training (continued)

izing your requests for booklet masters.

The next major focus of the training was item writing and developing written tests. The advantages of multiple choice exams were outlined in the training. WRIB members learned the importance of the various parts of the multiple choice question, such as the stem, distracters, and instructions. One particularly useful aspect of the training was the interactive item writing practice.

The final portion of the training described scoring and item analysis. Members received tips on filling out scoring process checklists along with how to interpret item analysis and scoring statistics.

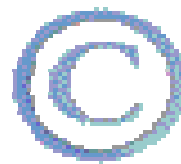
The success of the WRIB training was two fold. Not only did members learn from the WRIB staff how to use WRIB services, write items, select test questions, and interpret item analysis, but members also had the opportunity to work with and learn from each other. In the future, WRIB hopes to make other group training sessions available and give members the opportunity to learn and share with each other.



Copyright Information

You may have noticed the addition of a copyright statement on the bottom of review drafts. The copyright statement on review drafts may be new, but copyright protection of WRIB test items is not. Test items included in WRIB's bank of items have always been copyright protected and guidelines outlining this protection are addressed as part of the member contract. Additionally, booklet masters have always carried the copyright statement.

Recent questions from members regarding the use and sharing of items prompted us to reinforce the contract guidelines and copyright law, by placing the copyright statement on the bottom of every review draft. The copyright notation is used to ensure that all test



items are identified as being owned by WRIB and that only members with a current membership have the right to include WRIB items in tests they administer.

Section 106 of the 1976 Copyright Act gives WRIB the exclusive right to authorize others to reproduce, distribute, or copy from its copyrighted materials. WRIB members are also advised not to lend or provide access to their materials to any party who is not a member of WRIB. The Copyright Act is in place to protect the confidentiality, integrity and security of WRIB testing materials.

Upcoming Events

Western Region Intergovernmental Personnel Assessment Council

The Upham Hotel
1404 De la Vina Street
Santa Barbara, CA 93101
805-962-0058

Training Dates: January 25 -26, 2005 Conference Dates: January 27-28, 2005

www.wripac.com

Personnel Testing Council of Northern California Conference

Topics include: Computerized Testing and the Internet, Updates on Selection Law, Biodata, Pre-employment Psychological Screening for Public Safety Positions, & Situational Judgment Tests.

March 10 - 11, 2005
Lake Natoma Inn - Folsom, CA

www.ipmaac.org/ptcnc/

Society for Industrial/Organizational Psychology 20th Annual Conference

April 15-17, 2005
Los Angeles, California

www.siop.org

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